

Curriculum vitae

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Jos
Baeten



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Year of birth

1958

Current position

Chairman and member of the Executive Board of ASR Nederland N.V (a.s.r.)

Nationality

Dutch

Shares held in ASR Nederland N.V.

8,827

Education

Jos Baeten studied law at Erasmus University Rotterdam. In addition to various leadership and management training programmes, he followed the Advanced Management Programme at Wharton University in Pennsylvania in 2002.

Previous positions

Jos Baeten started his career in 1980 at Stad Rotterdam Verzekeringen, one of the pillars on which a.s.r. is built. In 1997, he was appointed member of the Executive Board of Stad Rotterdam Verzekeringen N.V. and he became CEO in 1999. He subsequently joined the Management Board of Fortis ASR Verzekeringsgroep. In June 2003, he became chairman of the management board of De Amersfoortse Verzekeringen. In 2005, he was appointed chairman of the Management Board of Fortis ASR Verzekeringsgroep.

Other positions

Jos Baeten is a board member of the Dutch Association of Insurers, member of the Supervisory Board of (the amusement park) Efteling B.V. and member of the Advisory Board of the Nyenrode Executive Insurance Programme. He is also a member of the general management board of the Confederation of Netherlands Industry and Employers VNO-NCW and a board member of Stichting Grote Ogen.

Reason for nomination for reappointment

Jos Baeten's first appointment as member and chairman of the Executive Board and also CEO of a.s.r. was on 26 January 2009. Jos Baeten was responsible for expanding the insurance activities, consolidating a.s.r. following the break-up of Fortis and preparing the company for the privatisation of a.s.r. Jos Baeten played a key role in the successful listing of a.s.r. in 2016, the further professionalisation of a.s.r., several takeovers, as well as making a.s.r. a more sustainable company and contributing to its corporate social responsibility.

On 27 October 2022 it was announced that Aegon N.V. and a.s.r. wish to combine Aegon's Dutch business units with a.s.r. In that context, it was agreed that Jos Baeten's term of appointment would be extended in connection with the integration process.

The Supervisory Board is convinced that Jos Baeten is the right person to lead the integration process. The connecting, result-oriented and open management style of Jos Baeten and his fellow board members Ingrid de Swart and Ewout Hollegien, is very valuable both for the integration process and for the further development and roll-out of a.s.r.'s mission and strategy.

During his long career, Jos Baeten has demonstrated his ability to adapt the strategy and organisation - responsive as well as anticipatory - to changes in the market and changing customer needs. Partly from this skill, he has developed a keen eye and a good sense for informing and maintaining relationships with internal and external stakeholders in a timely manner,

taking all interests into account. Jos Baeten also has an in-depth knowledge of developments in the insurance market, of the underwriting and financial aspects of all insurance products, of developments in insurance legislation and regulations and of financial and operational risk management.

The Supervisory Board is therefore very pleased that Jos Baeten is willing to extend his current term of appointment up to and including a.s.r.'s Annual General Meeting of Shareholders in 2026.

Main elements of the contract

The main conditions of the services contract of Jos Baeten as member and chairman of the Executive Board of a.s.r. are:

- In conformity with the current remuneration policy, Jos Baeten receives a fixed remuneration (the gross annual salary for 2021 amounted to € 861,000). The collective labour agreement of a.s.r. applies to the members of the Executive Board in terms of salary indexation. In addition, the members of the Executive Board progress through the salary scales in principle in the same way as the employees. For employees, this means an annual growth of 3% (provided the scale allows for this). For the members of the Executive Board, the Supervisory Board may adjust this growth path slightly upwards or downwards in exceptional circumstances (a growth of 0% to 6%). The Supervisory Board will account for this in the annual remuneration report
- A pension scheme is part of the other (secondary) benefits.
- The notice period is 3 months for Jos Baeten and 6 months for a.s.r.. The severance payment amounts to one gross annual salary.
- In addition to the remuneration policy, the Supervisory Board has a binding agreement with the members of the Executive Board to build up a shareholding of 75% for the CEO and 50% for the other members of the Executive Board of the most recent gross annual salary.